

**Republic of the Philippines
Office of the President**

JHMC

JOHN HAY MANAGEMENT CORPORATION
a member of **The BCDA Group**

**NOMINATIONS, REMUNERATIONS
AND ORGANIZATIONAL
DEVELOPMENT COMMITTEE**

REPORT

CY 2021

I. JHMC Board Nominations, Remunerations and Organizational Development Committee

The Nominations, Remunerations and Organizational Development Committee has five (5) members, to wit:

Chairperson: Mr. Allan R. Garcia

Members: BGen. Eduardo B. Davalan (Ret.)
Ms. Charito R. Dulay
Ms. Gloria F. Peralta
Atty. Christian Paul L. Ulpindo

II. Committee Members' Responsibilities

The Committee shall consist of at least three (3) members of the Board. It shall be responsible for the following:

1. Establishing formal and transparent procedures for the development of policies on remuneration or determination of remuneration levels for individual directors and officers depending on the particular needs of the corporation.
2. Periodically reviewing and evaluating the table of organization and ensuring that it is aligned with the mission and vision of the corporation.
3. Evaluating regularly the needs for organizational growth and ensuring that compensation packages are equitable and competitive to corporations in the same industry.
4. Installing and maintaining a process to ensure that Officers to be nominated or appointed shall have the qualifications and none of the disqualifications mandated under the laws, rules, and regulations;
5. Reviewing and evaluating the qualifications of all persons nominated to positions in the GOCC which require appointment by the Board;
6. Recommending to the GCG nominees for the shortlist in line with the GOCCs and its subsidiaries' Board composition and succession plan; and
7. Developing recommendations to the GGG for updating the CPCS and ensuring that the same continues to be consistent with the GOCCs culture, strategy, control environment, as well as the pertinent laws, rules, and regulations.

III. Accomplishments

1. Reviewed the Proposal of the Development Academy of the Philippines on the Reorganization of JHMC.
2. Reviewed the Revised Operations Manual (Part 2) of the Community Relations Office and endorsed it to the Board for approval.
3. Reviewed the Revised Operations Manual (Part 2) of the Legal Department and endorsed it to the Board for approval.
4. Reviewed the Revised Operations Manual (Part 2) of the Business Development Department.
5. Reviewed the Amended Citizen's Charter of the Environment and Asset Management Department – Environment Management Division (External Services) (Part 1) and endorsed it to the Board for approval.
6. Reviewed the Amended Citizen's Charter of the Special Economic Zone Administration Department (External Services) and endorsed it to the Board for approval.
7. Reviewed the Revised Policy on Provision and Appropriate Usage of Corporate Mobile Postpaid Lines, Mobile Prepaid Cards, and Landlines and endorsed it to the Board for approval.
8. Reviewed the Proposal for the Procurement of a Firm to Provide Professional Services for On-Call Professional Electrical Engineer, Professional Mechanical Engineer, and Master Plumber Assigned to the JHSEZ-Office of the Building Official and endorsed it to the Board for approval.

IV. Meetings

A total of seven (7) meetings were conducted by the Nominations and Remunerations and Organizational Development Committee in 2021.

No.	Date of Meetings
1.	February 19, 2021
2.	March 22, 2021
3.	April 05, 2021 (joint meeting with the Risk Management Committee)
4.	April 19, 2021
5.	May 03, 2021 (joint meeting with the Governance Committee and Risk Management Committee)
6.	May 27, 2021
7.	September 06, 2021 (joint meeting with the Finance Committee)

V. Attendance Record of the Members

Members	Date of Meetings						
	19-Feb-21	22-Mar-21	5-Apr-21	19-Apr-21	3-May-21	27-May-21	6-Sep-21
Allan R. Garcia	P	P	P	P	P	P	P
Eduardo B. Davalan	P	P	P	P	P	P	P
Charito R. Dulay	P	P	P	P	P	P	P
Gloria F. Peralta	P	P	P	P	P	P	P
Christian Paul L. Ulpindo	P	P	P	P	P	P	P

Note:

P - present

A - absent